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HUMAN RESOURCES

To: Gregg Mandsager, City Administrator
From: Stephanie Romagnoli, Human Resources Manager
Cc: Nancy Lueck, Finance Director
Date: April 15, 2019
Re: Resolution for Non-Union Pay Plan

Included with this memo is a resolution to adopt non-union pay plan for FY 19/20.

This pay plan includes change of pay grades for Police Supervisors as outlined in the attached pay plan and to reflect the budgeted 2.25% cost of living adjustment.

At this time, I am requesting City Council adopt the resolution amending the non-union pay plan. Please let me know if there are any questions or if additional information is needed.

RESOLUTION NO. _____

**A RESOLUTION APPROVING THE OFFICIAL PAY PLAN FOR NON-UNION EMPLOYEES OF
THE CITY OF MUSCATINE, IOWA EFFECTIVE
July 1, 2019.**

WHEREAS, the City Council of the City of Muscatine, Iowa adopts by resolution the official pay plan for non-union employees of the City, and;

WHEREAS, all revisions made to such plans must receive approval of the City Council;

NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MUSCATINE, IOWA, that the following revisions be approved and implemented as follows:

The non-union pay plan shall be revised to move Police Sergeant from Pay Grade 6 to Pay Grade 7, Police Lieutenant from Pay Grade 7 to Pay Grade 8, and Police Captain from Pay Grade 8 to Pay Grade 9.

The non-union pay plan shall be amended to reflect a 2.25% salary increase to existing ranges and steps.

PASSED, APPROVED, AND ADOPTED this 18th day of April, 2019.

Mayor Diana Broderson

ATTEST:

Gregg Mandsager, City Clerk

City of Muscatine
Non-Union Pay Plan
Fulltime Employees and Permanent Part-time Employees Working 20 or More Hours/Week
Annual/Bi-Weekly/Hourly Rates
Effective July 1, 2019

<u>Grade/Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Maximum</u>
Grade 1 (A)						
1011 Library Technician	33,707.18	35,168.38	36,692.50	38,283.44	39,943.02	46,178.08
1012 Office Assistant	1,296.43	1,352.63	1,411.25	1,472.44	1,536.27	1,776.08
1013 Art Center Aide (Min. 20 Hrs/Wk)	16.21	16.91	17.64	18.41	19.20	22.20
Grade 2 (B)						
1022 Art Center Registrar	38,889.24	40,575.08	42,333.72	44,168.54	46,083.44	53,278.68
1023 Community Services Officer	1,495.74	1,560.58	1,628.22	1,698.79	1,772.44	2,049.18
1024 Account Clerk	18.70	19.51	20.35	21.23	22.16	25.61
1025 Library Assistant						
1026 Office Coordinator						
1027 Housing Specialist						
Grade 3 (C)						
1031 Finance Secretary/Parking Coordinator	43,713.02 1,681.27	45,608.16 1,754.16	47,585.20 1,830.20	49,647.78 1,909.53	51,799.80 1,992.30	59,886.84 2,303.34
1032 Senior Account Clerk	21.02	21.93	22.88	23.87	24.90	28.79
1034 Administrative Secretary						
1035 Education Coordinator (Art Center)						
1037 Computer Technician						
1038 CVB Director						
1039 Community Services Officer II						
1033 Housing Program Manager						
Grade 4 (D)						
1041 Inspector II	50,513.84	52,703.56	54,988.96	57,372.38	59,859.28	69,203.94
1042 Librarian	1,942.84	2,027.06	2,114.96	2,206.63	2,302.28	2,661.69
1043 Program Supervisor (Parks)	24.29	25.34	26.44	27.58	28.78	33.27
1044 City Planner I						
1047 Communications Manager						
Grade 5 (E)						
1501 Inspector III	56,402.32	58,847.88	61,398.74	64,060.10	66,837.42	77,272.52
1502 Accountant	2,169.32	2,263.38	2,361.49	2,463.85	2,570.67	2,972.02
1504 Solid Waste Supervisor	27.12	28.29	29.52	30.80	32.13	37.15
1505 Golf Course Supervisor						
1508 Housing Maint. Supervisor						
1510 Sewer Maintenance Supervisor						
1511 Street Maintenance Supervisor						
1512 Lift Station/Plant Maint. Supervisor						
1513 Vehicle Maint. Supervisor						
1514 Building & Grounds Supervisor						
1515 Transit Supervisor						
Grade 6 (F)						
1061 Police Sergeant	62,251.54	64,950.60	67,765.88	70,703.62	73,768.76	85,284.68
1062 Ambulance Billing Services Manager	2,394.29 29.93	2,498.10 31.23	2,606.38 32.58	2,719.37 33.99	2,837.26 35.47	3,280.18 41.00
1063 Building Division Manager						

<u>Grade/Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Maximum</u>
<u>Grade 7 (G)</u>						
1071 City Planner II	67,984.02	70,931.38	74,006.40	77,214.54	80,561.52	93,137.72
1072 Fire Captain	2,614.77	2,728.13	2,846.40	2,969.79	3,098.52	3,582.22
1073 Environmental Coordinator	32.68	34.10	35.58	37.12	38.73	44.78
1074 Police Lieutenant						
1075 Golf Professional						
1076 Accounting Supervisor						
1077 Assistant Library Director						
1078 Park Maintenance Superintendent						
1079 Police Sergeant						
Hourly Rate 56 hr/wk Fire Capt.	23.35	24.36	25.41	26.52	27.67	31.98
<u>Grade 8 (H)</u>						
1081 Battalion Chief (Fire)	71,583.46	74,686.30	77,924.08	81,302.00	84,826.30	98,068.62
1082 Police Captain	2,753.21	2,872.55	2,997.08	3,127.00	3,262.55	3,771.87
1084 IT Manager	34.42	35.91	37.46	39.09	40.78	47.15
1085 Assistant Director - Water Pollution Control						
1086 Police Lieutenant						
Hourly Rate 56 hr/wk Battalion Chief (Fire)	24.58	25.65	26.76	27.92	29.13	33.68
<u>Grade 9 (I)</u>						
1091 Human Resources Manager	75,366.98	78,634.40	82,043.26	85,599.54	89,310.52	103,253.28
1092 Assistant Police Chief	2,898.73	3,024.40	3,155.51	3,292.29	3,435.02	3,971.28
1093 Chemist/Laboratory Supervisor	36.23	37.81	39.44	41.15	42.94	49.64
1094 Plant Maint. Manager						
1096 Director - Art Center						
1097 Assistant Fire Chief						
1098 Housing Administrator						
1099 Solid Waste and Sewer System Manager						
1095 Assistant Community Development Director						
1090 Police Captain						
<u>Grade 10 (J)</u>						
1101 Library Director	84,974.24	88,657.66	92,501.24	96,511.22	100,695.14	116,415.26
1102 City Engineer	3,268.24	3,409.91	3,557.74	3,711.97	3,872.89	4,477.51
1103 Director - Parks and Recreation	40.85	42.62	44.47	46.40	48.41	55.97
1104 Director - Water Pollution Control						
<u>Grade 11 (K)</u>						
1111 Fire Chief	91,556.14	95,524.78	99,665.80	103,986.22	108,493.58	125,430.50
1112 Community Development Director	3,521.39	3,674.03	3,833.30	3,999.47	4,172.83	4,824.25
	44.02	45.93	47.92	49.99	52.16	60.30
1113 Police Chief						
1114 Finance Director						
1115 Director - Public Works						

Prepared by : Finance Department (NL)
Date: April 3, 2019

Notes: 2.25% increase to all grades and steps
Police Sergeants moved from Grade 6 to Grade 7
Police Lieutenants moved from Grade 7 to Grade 8
Police Captain moved from Grade 8 to Grade 9